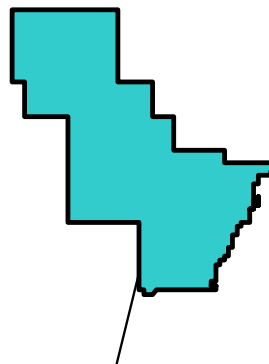
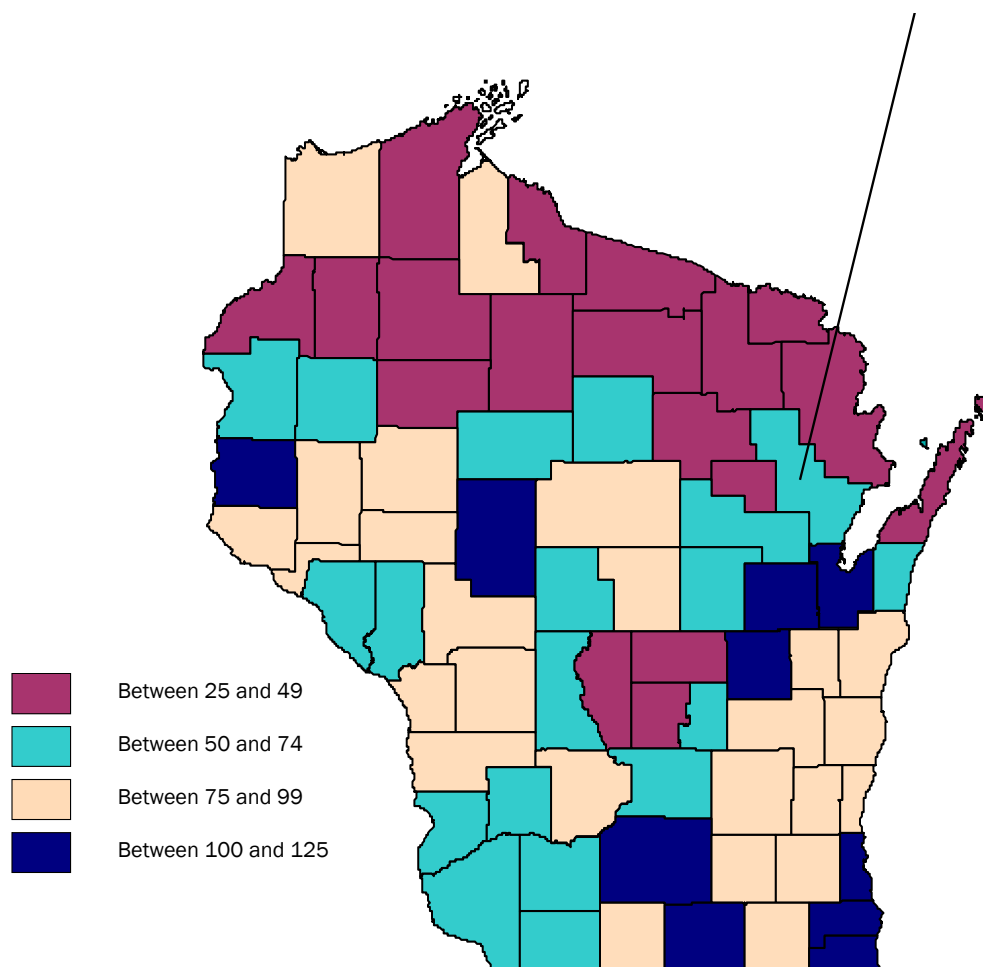


Oconto County Workforce Profile



The number of residents aged 25-29 years for every
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



County Population

The population in Oconto County continues to grow faster than the State of Wisconsin or the U.S. since the 2000 Census. The growth rate since the census was 5.7 percent, compared to 3.1 for the state and 3.9 percent for the nation. The growth resulted in an increase of 2,038 residents in the county.

Total Population

	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
United States	281,421,906	292,287,454	10,865,548	3.9%
Wisconsin	5,363,704	5,532,000	168,296	3.1%
Oconto County	35,641	37,679	2,038	5.7%
Largest Municipalities				
Oconto, City	4,708	4,711	3	0.1%
Little Suamico, Town	3,877	4,381	504	13.0%
Oconto Falls, City	2,843	2,883	40	1.4%
Chase, Town	2,082	2,503	421	20.2%
Abrams, Town	1,757	1,924	167	9.5%
Stiles, Town	1,465	1,560	95	6.5%
Brazeau, Town	1,408	1,448	40	2.8%
Oconto, Town	1,251	1,375	124	9.9%
Pensaukee, Town	1,214	1,313	99	8.2%
Gillett, City	1,262	1,256	-6	-0.5%

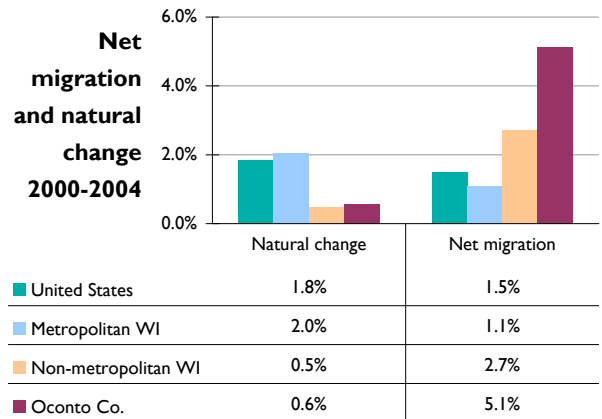
Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

Most of the growth in the county has been in the southern and eastern portion of the county. It seems that the areas near the City of Green Bay and by the bay attract new residents. The largest growth in the county was in the Town of Little Suamico, which increased by 504, followed by the Town of Chase with 421. Population growth in these two municipalities made up 45 percent of the county's increase. Only one of the ten largest municipalities in the county had a decrease in population and that was the City of Gillett with a loss of six residents.

Population growth comes from two sources, natural increase, which is the number of births minus the number of deaths, and net migration, which counts the number of residents moving into the county and subtracts the number moving out of the area. Nearly 90 percent of the

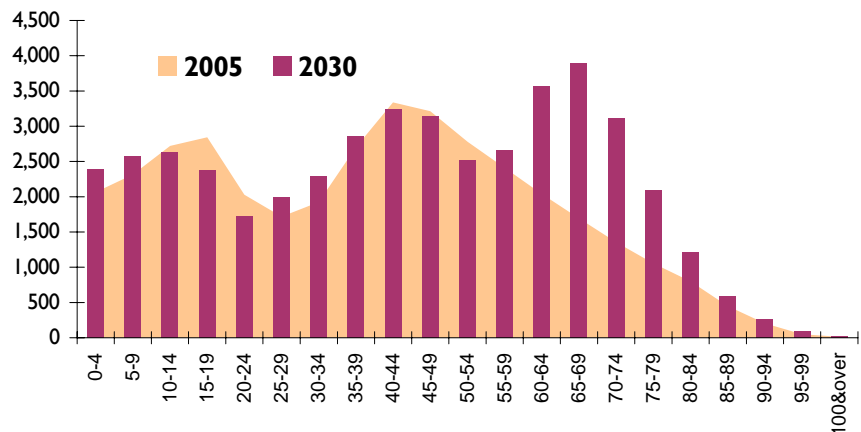
population growth in the county has come from net migration, a much higher share than the percent of growth from migration in the state.

Natural increase in the county was quite small when compared to the statewide average, but is quite comparable when comparing the county with other non-metropolitan counties in Wisconsin. The slower birth rate is related to the age of the county while the high rate of increase from migration is most likely related to its proximity to Brown County which is considered a metropolitan statistical area in the state. In 2005 Oconto County will become part of the Green Bay MSA based on commuting patterns and economic linkages to the Green Bay area. Bordering Green Bay encourages growth from workers looking for affordable



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

Population by Age Groups in Oconto County



Source: WI Dept. of Administration, Demographic Services

Future Population and Labor Supply

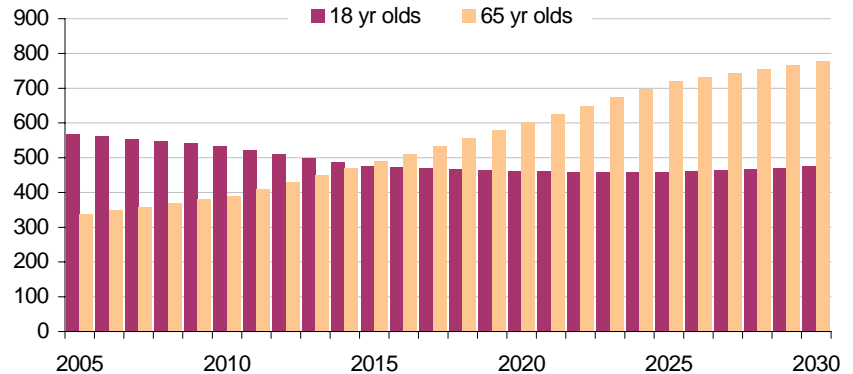
living accommodations and still remain within commuting distance of job opportunities in Brown County.

The median age in Oconto County is 38.8 years. This puts a large portion of the population in the county past the prime child bearing years. It also has an impact on the area's workforce. While much of the population is currently middle aged, during the next 25 years this group will be nearing retirement age and participation in the labor force will begin to decrease.

On the other end of the scale, with lower birth rates, the number of workers turning 18 that would normally replace these workers will decline. It is expected that in the next ten years there will be a greater portion of the population turning age 65 each year than there will be turning age 18.

With these changes in demographics it is very likely that within a year or two after 2015, the county will be facing the possibility of a declining labor force. Although it must be mentioned, many workers do not leave the labor force at retirement but will often take other employment that provides more leisure hours and less stress. Also

Convergence of 18 & 65 year old population in Oconto County

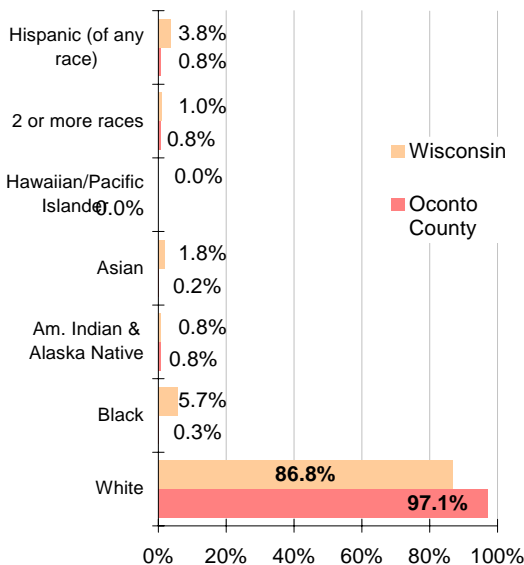


Source: WI Dept. of Administration, Demographic Services

changes in social security law will increase the age of retirement during the next ten years.

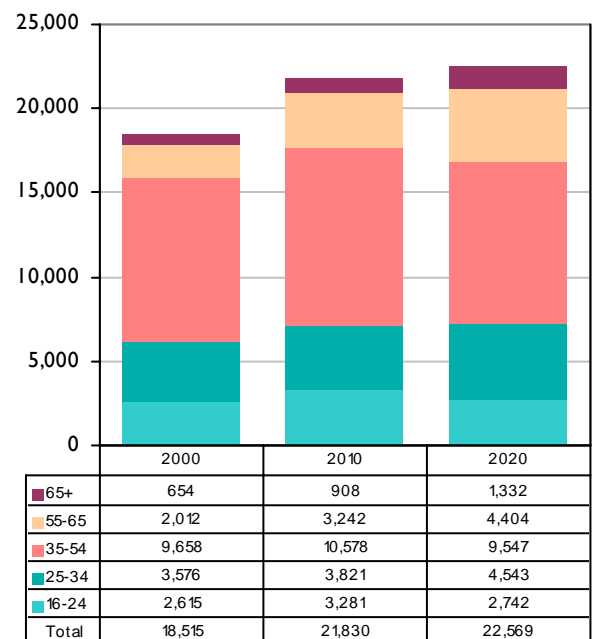
The make-up of the county's population by race, ethnic groups, and age groups affects the population's participation in the labor force. Generally those of middle age are more connected to the labor force than those of school age or retirement age. National trends also indicate that workers are remaining in the labor force longer than even ten years ago.

Race and ethnic distribution



Source: U.S. Census 2000, SF-3, table P-6

Oconto County Labor Force Projections by Age



Decade change	11.7%	17.9%	3.4%
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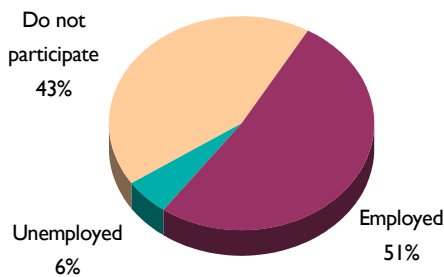
Source: DWD, Office of Economic Advisors, August 2004

Current Labor Force

Labor force participation represents the share of population that is 16 years and older that is either employed or unemployed. Participation rates in Wisconsin and the United States in 2003 were 72.9 and 66.3 percent, respectively.

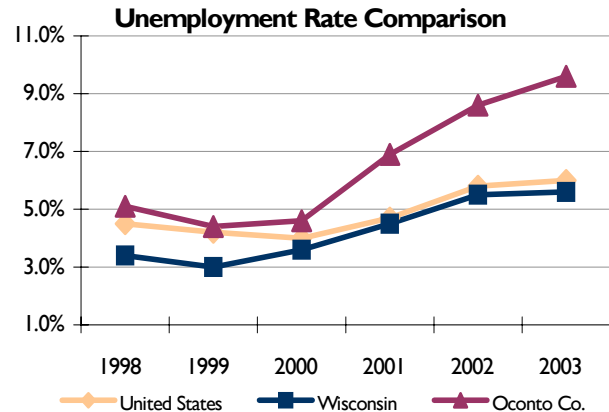
work and labor force participation rates will decline, although participation in this group is increasing. Nationally, labor force participation is increasing faster among the non-white populations while it is declining in white populations.

Labor force participation in Oconto County



Source: DWD, Office of Economic Advisors, July 2004

Oconto County's participation rate was at 57 percent. This means that 43 percent of the population 16 years and older did not participate in the labor force. That includes some students, individuals who choose not to work including retirees as well as those not able to participate at this time. As the population ages, more retirees will be included in the category of choosing not to



Oconto County Civilian Labor Force Data

	1998	1999	2000	2001	2002	2003
Labor Force	15,711	15,493	16,118	16,781	16,304	16,361
Employed	14,902	14,809	15,381	15,630	14,896	14,784
Unemployed	809	684	737	1,151	1,408	1,577
Unemployment Rate	5.1%	4.4%	4.6%	6.9%	8.6%	9.6%

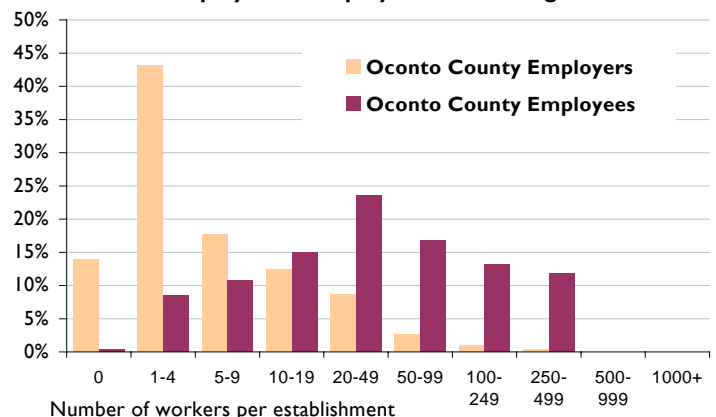
Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

Employers by Size

Nearly 75 percent of the county's employers have fewer than 10 workers. This group provides just under 20 percent of the county's jobs. At the same time, less than five percent of the employers in the county have over 100 workers. This five percent provides over 20 percent of the county's jobs. Nearly 25 percent of the jobs in the county are with employers with 20 to 49 workers.

Although small employers do not provide a high percent of the jobs, these are often the businesses of the future, and may collectively have a faster growth rate than their large counterparts. A healthy community will have a good mix of both large and small firms.

Share of employers & employees in size range in 2003



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industry & employers by size

Like many counties in Wisconsin, manufacturing is well represented in the ten largest industries. Three of the ten largest industry groups in the county are in the manufacturing sector. Unfortunately because these are larger employers and just a few in each group the data has been suppressed due to confidentiality issues and we are not able to view the change in the industry over the last five years. However, it should be noted that in the industries for which data is available most of them have had growth over the last five years. Overall these ten

industry groups provide over 50 percent of the county's jobs.

Like the largest industry groups, manufacturing is listed three times in the ten largest industries. Along with manufacturers, the school districts provide a large percentage of the county's jobs. Of the nearly 800 public and private businesses in the county, these ten provide over one of every four jobs in the county.

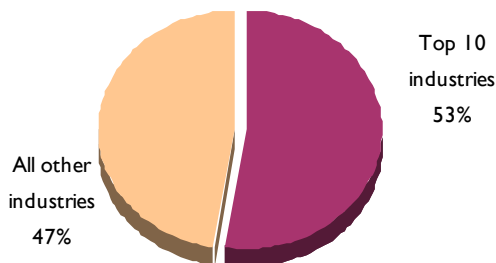
Top 10 Industries in Oconto County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Educational services	6	833	-20	22
Food services & drinking places	71	734	-54	46
Transportation equipment manufacturing	suppressed	suppressed	not avail.	not avail.
Executive, legislative, & gen government	26	596	32	105
Nursing & residential care facilities	9	436	49	89
Food manufacturing	suppressed	suppressed	not avail.	not avail.
Specialty trade contractors	65	322	56	87
Wood product manufacturing	14	306	-14	-11
Food & beverage stores	13	267	-15	-52
Gasoline stations	20	253	-8	33

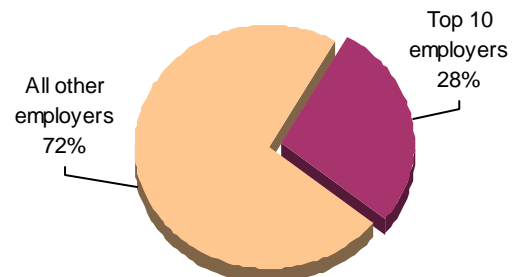
Top 10 Employers in Oconto County

Establishment	Product or Service	Size (Dec. 2003)
K C S Int'l Inc.	Boat building	500-999 employees
Oconto Falls Public School	Elementary and secondary schools	250-499 employees
Saputo Cheese Usa Inc.	Cheese manufacturing	250-499 employees
County of Oconto	Executive and legislative offices, combined	250-499 employees
Oconto Public School	Elementary and secondary schools	100-249 employees
Community Memorial Hospital Inc.	General medical and surgical hospitals	100-249 employees
Coop Educational Service Agency #8	Administration of education programs	100-249 employees
Unlimited Services of Wisconsin Inc.	Current-carrying wiring device manufacturing	100-249 employees
TRM Inc.	Hardwood veneer and plywood manufacturing	100-249 employees
Heyde Health Systems-Oconto	Nursing care facilities	100-249 employees

Share of jobs in top 10 industries in Oconto County



Share of Oconto County jobs with top 10 employers

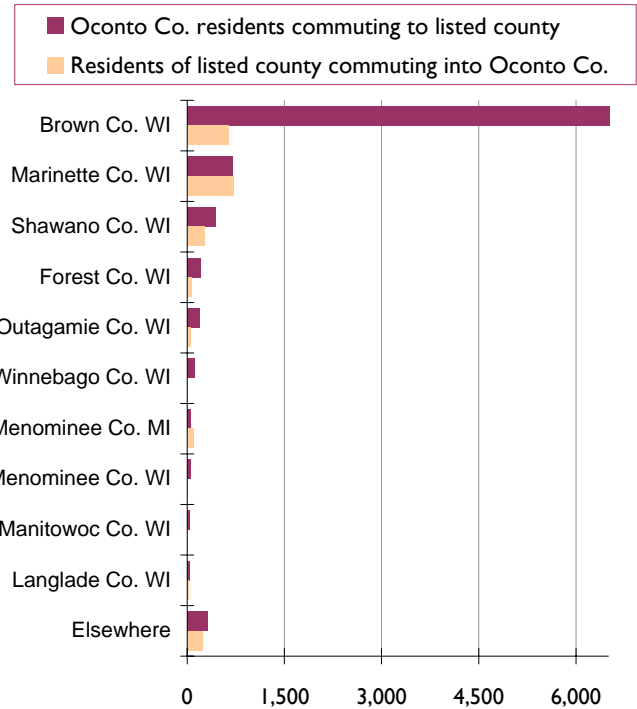


Source: DWD, Bureau of Workforce Information, Quarterly Census of Employment and Wages

Commuting

It should be no surprise that Oconto is an exporter of workers. While the county loses some workers to most of the surrounding counties, it is Brown County where most workers travel to, the county's immediate neighbor to the south. The county has a net loss of over 6,500 workers to other counties.

The loss of workers to Brown County is related to the fact that it is the southern portion of the county that is experiencing the greatest population growth. Workers are looking for a place to live with additional space that is affordable and still close to their employment. Oconto County fits that bill. This creates an economic link between Brown and Oconto Counties that was noted by the U.S. Department of Labor during the last Census. Starting in 2005, Oconto County will become part of the Green Bay Metropolitan Statistical Area, reflecting this economic and commuting linkage. Kewaunee County will also become a part of this MSA.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

Key occupations & wages

The table to the right includes occupations that are common in the area. The list is not all inclusive and for information on additional occupations refer to the Office of Economic Advisor's website: <http://dwd.wisconsin.gov/oea/>. Wage tables are general guides to what is happening in the local labor market. The surveys are sent to approximately one-third of the employers in the state every year.

The surveys provide assistance to workers in knowing their worth on the market as well as employers that are looking to hire new workers and want to know what the "going rate" is. Note the table excludes the top and bottom 25 percent of wages, so there will be instances when the wages will be either above or below those listed on the table.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 th	50 th	75 th
Truck drivers, heavy & tractor-trailer	\$15.67	\$13.60	\$15.49	\$17.22
Cashiers	\$7.89	\$6.49	\$7.55	\$8.88
Waiters & waitresses	\$7.62	\$5.97	\$6.61	\$8.13
Retail salespersons	\$9.71	\$7.41	\$8.96	\$10.69
Maids & hskpg. cleaners	\$8.89	\$7.17	\$8.56	\$10.60
Office clerks, general	\$9.17	\$7.08	\$8.75	\$10.90
Nursing aides, orderlies, & attendants	\$9.81	\$8.60	\$9.79	\$11.02
Secretaries, except legal, medical, & executive	\$10.83	\$8.96	\$10.49	\$12.72
Comb. food prep. & serving workers (fast food)	\$7.51	\$6.18	\$7.26	\$8.69
Bookkeeping, accounting, & auditing clerks	\$11.73	\$9.34	\$11.19	\$13.73
Carpenters	\$13.48	\$10.44	\$12.98	\$16.04
Janitors & cleaners, except maids & hskpg. cleaners	\$9.79	\$7.35	\$9.09	\$11.90
Team assemblers	\$12.04	\$9.15	\$11.08	\$14.11
Laborers & freight, stock, & material movers, hand	\$9.60	\$8.35	\$9.66	\$10.75
Registered nurses	\$23.30	\$19.19	\$21.92	\$26.27
Bartenders	\$8.61	\$6.99	\$7.89	\$9.33
Sec. school teachers, except special & voc. ed.	-	-	-	-
General & operations managers	\$33.23	\$20.40	\$27.74	\$41.19
Elem. school teachers, except special ed.	-	-	-	-
Dishwashers	\$7.03	\$5.91	\$6.47	\$7.34

Oconto County is part of an area which includes Door, Florence, Forest, Green Lake, Kewaunee, Langlade, Marquette, Menominee, Oconto, Shawano and Waushara counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

Employment and Wages

Average annual wages in Oconto County were at 70.7 percent of the statewide average. The only industry that was an exception to this was the other services industry. The lower average wage is not unusual for a non-metro county in Wisconsin. Generally wages are higher in metro areas and decrease as you get further from a metro area.

The manufacturing industry has had a large number of layoffs and closures since early 2001, however, it remains as the primary industry in the county providing over 25 percent of the jobs, well above the national average of 11 percent. While providing about one-fourth of the jobs, it also provides nearly one-third of all of the wages paid in the county.

Average annual wages for manufacturing are the highest of all of the industries in the county. Although this does not reflect a high hourly wage. Most of the jobs in the manufacturing industry are full-time and often have overtime available. This is not true in some of the other industries where work may be part-time or seasonal. Examples of these

Average Annual Wage by Industry Division in 2003

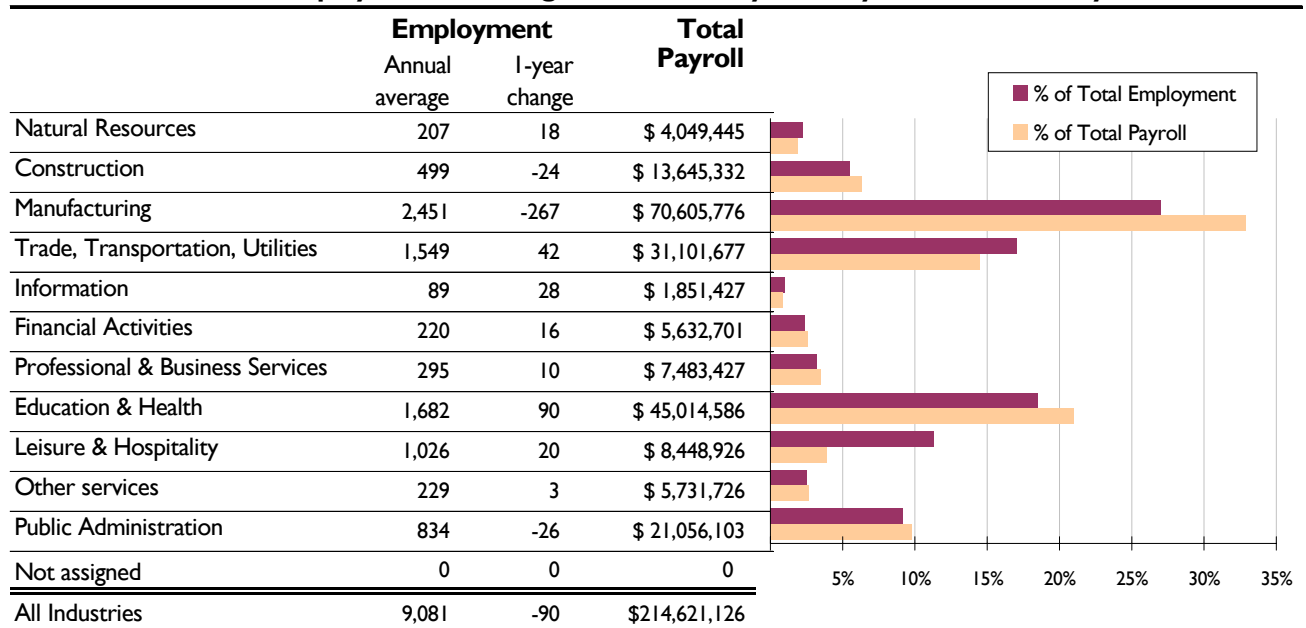
	Average Annual Wage Wisconsin	Oconto County	Percent of Wisconsin	1-year % change
All Industries	\$ 33,423	\$ 23,634	70.7%	2.3%
Natural resources	\$ 25,723	\$ 19,563	76.1%	-3.4%
Construction	\$ 40,228	\$ 27,345	68.0%	3.5%
Manufacturing	\$ 42,013	\$ 28,807	68.6%	5.1%
Trade, Transportation, Utilities	\$ 28,896	\$ 20,079	69.5%	1.5%
Information	\$ 39,175	\$ 20,803	53.1%	-16.0%
Financial activities	\$ 42,946	\$ 25,603	59.6%	4.2%
Professional & Business Services	\$ 38,076	\$ 25,368	66.6%	1.2%
Education & Health	\$ 35,045	\$ 26,763	76.4%	0.4%
Leisure & Hospitality	\$ 12,002	\$ 8,235	68.6%	0.9%
Other services	\$ 19,710	\$ 25,029	127.0%	7.9%
Public Administration	\$ 35,689	\$ 25,247	70.7%	6.8%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

would be either trade or the leisure and hospitality industries.

Overall employment decreased by 90 jobs during 2003, although there have been signs of some pickup in employment this year. During 2003 the education and health industry increased by 90. This is a growing industry in most areas and offers third highest average annual wages behind manufacturing and construction.

2003 Employment and Wage Distribution by Industry in Oconto County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid-year total population estimates.

The majority of PCPI in Oconto County comes from net earnings, with smaller percentages coming from dividends, interests payments and transfer payments. The percent from net earnings is very close to the state

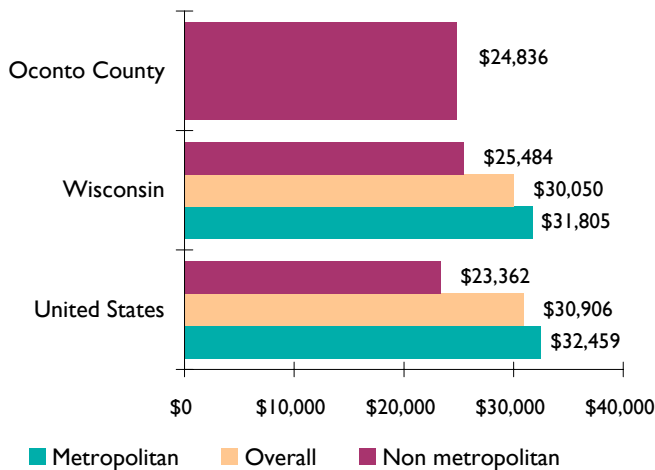
and national average. However, the county receives a slightly higher portion from transfer payments. This may be a result of an older population that receives pension benefits. The percent from dividends, interest, and rent is lower.

PCPI in the county was \$24,836. This was below the state PCPI of \$30,050 and the PCPI in the nation. The growth rate for the county's PCPI has lagged that of the state and national increase.

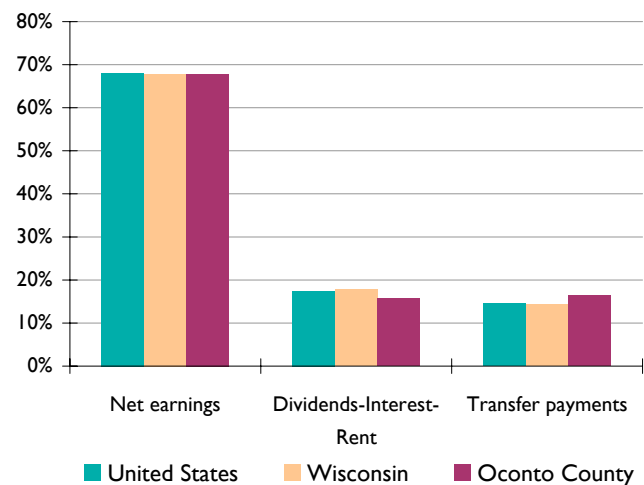
	Per Capita Personal Income						Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Oconto County	\$21,265	\$22,122	\$22,781	\$23,911	\$24,389	\$24,836	1.8%	16.8%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Oconto County	\$23,836	\$24,415	\$24,599	\$24,980	\$24,775	\$24,836	0.2%	4.2%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004

2002 Per Capita Personal Income



Components of Total Personal Income: 2002



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

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Sheboygan, WI 53081
Phone: 920-459-3845
email: Richard.Seidemann@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.